

## Curriculum Vitae

Werner Nienhueser



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Department of Business Administration,  
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Birth Date 1953  
Citizenship German

### Education

1983 M.A., Master of Business Administration (Diplom-Kaufmann), University of Paderborn, Germany  
1988 PhD (Dr. rer.pol.), Business Administration, University of Paderborn, Germany  
1994 Habilitation (Business Administration), University of Paderborn, Germany

### Professional Employment

1984-1985 Research and Teaching Assistant, University of Mannheim  
1985-1990 Research and Teaching Assistant, University of Paderborn  
1990-1993 Assistant Professor, University of Paderborn  
1993-1994 DFG Research Fellow  
1994-1995 Professor of Public Management, Human Resource Management and Organisation, University of Konstanz  
1995-present Professor (Chair of Business Administration and Human Resource Management), University of Duisburg-Essen

### Professional Society Affiliations

German Industrial Relations Association (GIRA)  
International Industrial Relations Association (IIRA)  
European Group for Organizational Studies (EGOS)  
Verein für Socialpolitik  
German Academic Association for Business Research (member of the sections HRM, organizations, university governance, methodology)  
European Group for Organizational Studies (EGOS)  
Academy of Management (AoM)

### **Editor and Member of Advisory Boards of academic journals**

Zeitschrift für Personalforschung (ZfP) (2008-) (Editor in Chief)

Industrielle Beziehungen. Zeitschrift für Arbeit, Organisation und Management (Advisory Board)

Management Revue (Advisory Board)

Sozialer Fortschritt (Advisory Board)

Series "Empirische Personal- und Organisationsforschung" (Rainer Hampp-Verlag) (Co-Editor)

Series "Schriften zur europäischen Arbeits- und Sozialpolitik" (Nomos-Verlag) (Co-Editor)

Series "Kommunikation in Organisationen: Studien zu Sprache, Interaktion und Diskurs in professionellen Kontexten" (VS Verlag für Sozialwissenschaften) (Co-Editor)

### **Expertises for academic journals:**

Die Betriebswirtschaft

Zeitschrift für Personalforschung

Industrielle Beziehungen

Zeitschrift für Arbeitsmarktforschung

Zeitschrift Führung + Organisation (zfo)

Sozialer Fortschritt

management revue

International Journal of Human Resource Management

Economic and Industrial Democracy

European Management Journal

### **Expertises and reports for academies and foundations**

Österreichischer Akkreditierungsrat (Accreditation of Austrian Universities)

Hans-Böckler-Foundation

DAAD

### **Appointments**

Chair of the Section Human Resource Management (German Academic Association for Business Research (VHB)) (2005-2007)

Hans-Böckler-Stiftung (Advisory Board)

Institute for Work, Skills and Training (IAQ) (Member of the Executive Board)

### **Recent publications (in English language) in refereed journals**

- The Effects of Different Types of Works Councils on Bargaining Outcomes. Results of an Empirical Study. In: Economic and Industrial Democracy (accepted for publication).
- (with Barry, M.): Coordinated Market Economy/ Liberal Employment Relations: Low Cost Competition in the German Aviation Industry. In: Bamber, G.J., & Hoffer Gittell, J. (Eds.). International Perspectives on Approaches to Managing People in the Changing Airline Industry (Provisional Title). A Guest-edited Symposium: [Special Issue]. International Journal of Human Resource Management, 15 (accepted for publication).
- Resource Dependence Theory – How Well Does It Explain Behavior of Organizations? In: Matiaske, M.; Leblebici, H.; Kabst, R. (Eds.): Resources and Dependencies. Management Revue (Special Issue), Vol. 19., Issue 1+2: 9-32, 2008
- (with Wenzel Matiaske): Effects of the 'Principle of Non-Discrimination' on Temporary Agency Work – Compensation and Working Conditions of Temporary Agency Workers in 15 European Countries. Industrial Relations Journal (2006), 37 (1): 64-77
- (Ed.) Flexible Work – Atypical Work – Precarious Work. Management Review, Special Issue, Vol. 16, No. 3. München, Mering 2005
- Political (Personnel) Economy - a Political Economy Perspective to Explain Different Forms of Human Resource Management, in: management revue, Vol. 15, Iss. 2, 2004, S. 228-248

### **Research Interests**

I focus on theoretically based, empirical analyses in the field of employment relations and human resource management. In particular I am interested in the causes and consequences of different types of HRM-Strategies, in the relationship between HRM and industrial relations, and in different forms of atypical employment.